

**San Jose Police Officers' Association
2007-2008 Total Compensation Profile**

TOP STEP POLICE CAPTAIN¹

	<u>Annual</u>
Base Pay	\$141,190.40
Holiday-In-Lieu (5.623%)	\$7,939.14
Anti-Terrorist Training Pay (5.00%)	\$7,059.52
Post Pay - Advanced (7.50%)	\$10,589.28
Uniform Allowance (\$675/Year)	\$675.00
Total Cash Compensation²	\$167,453.34
Retirement Contribution (28.90%)	\$40,804.03
Unemployment Insurance	\$14.12
Health Insurance ³	\$11,703.84
Dental Insurance (PPO) ³	\$1,133.52
Life Insurance	\$48.00
EAP	\$253.32
Other Benefits	\$53,956.82
Total Pay and Benefits⁴	\$221,410.16

Notes and Comments

¹ Captain classification is eligible for overtime under POA contract.

² Does not include overtime or other premium pays an individual employee may receive.

³ Assumes employee is enrolled in family health and dental.

⁴ Does not include value of paid sick leave and paid vacation leave.